

# CAREER FOCUS

## Do you understand new CJR process?

**BY MASTER SGT. DAVID HALVORSON**  
TEAM KIRTLAND career assistance advisor

Are you up to speed on the latest changes impacting the Career Job Reservation process? Do you know how these changes are impacting you or your Airmen?

It's often said that the only constant in the world is change, and experience tells us that too often these changes become blurred. As a result, individuals are often negatively impacted. It's easy to get overwhelmed by the never-ending stream of change, so let's take a moment to review the criteria and reasoning behind the latest changes, starting with the basics of the CJR process.

According to Master Sgt. Dee Wolfe, noncommissioned officer-in-charge of Air Force Re-enlistments at the Air Force Personnel Center, "All first-term Airmen must have an approved CJR prior to reenlisting in the Air Force." She goes on to say, "Under the new CJR process, that job reservation may be a little harder to get depending on the specialty."

Only first-term Airmen selected by their commander under the Selective Re-enlistment Program will be allowed to apply for a CJR. Re-enlistment eligible first-term Airmen in constrained Air Force specialty codes will be placed on a CJR waiting list, and will compete for monthly quotas using a rank order process that will

consider the following factors: unfavorable information file (as a disqualifying factor), top three enlisted performance reports, grade, projected grade, date of rank, total active federal military service date and date of birth.

Limiting CJRs is the latest in a series of Air Force initiatives to ensure the service keeps people only where they are needed. This means that first-term Airmen who are serving in constrained career fields may not be allowed to reenlist, unless they are approved to retrain in another specialty. So how do you know if your Air Force specialty code is constrained?

The list of constrained is established by air staff, and is available by logging on to [www.afpc.Randolph.af.mil/enl-skills/reenlistments/cjr.htm](http://www.afpc.Randolph.af.mil/enl-skills/reenlistments/cjr.htm). It's important to note that this is a fluid product – while five new specialties have been identified as constrained, another six have been released from the list. All Air Force specialty codes receive quotas, and all first-term Airmen need to apply for a CJR during the appropriate application window, but it's clear to see that if you want to remain in control, you need to gather information well in advance of your window. So what happens if you're not approved?

"Those not approved for retraining and those who do not receive a CJR will



Master Sgt. David Halvorson

be projected for separation," says Sergeant Wolfe. "We encourage Airmen to continue serving the military with the Air National Guard, Air Force Reserve, through military civilian employment, or through an interservice transfer to the Army via Blue-to-Green."

If you're interested in more information on these options, here are some important contact numbers and websites below.

- Air Force Reserve:  
[www.afreserve.com](http://www.afreserve.com) 1-800-257-1212
- Air National Guard:  
[www.goang.com](http://www.goang.com) 1-800-864-6264
- Federal Civilian:  
[www.afpc.randolph.af.mil/afjobs](http://www.afpc.randolph.af.mil/afjobs)
- Army Blue-to-Green:  
[www.goarmy.com/btg/index/htm](http://www.goarmy.com/btg/index/htm)



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# COMMAND CHIEF's CHOICE

Senior Master Sgt. Cheryl Zahn is a member of the 58th Aircraft Maintenance Squadron. Some of her responsibilities include leading 85 technicians from five different air force specialty codes

in maintaining 11 MC-130H, MC-130P and HC-130P/N special operations training aircraft. She manages all enlisted career progression and training for the 550th Aircraft Maintenance Unit Special-

ist Flight, supporting training for aircrews from throughout the Total Force.

**What do you like best about this assignment?** The professionalism, integrity, respect and attitude of the people assigned to the 550th AMU. That definitely has a huge impact on our mission.

**What is the most memorable event in your Air Force career?** On a contingency in Turkey in support of NORTH-ERN WATCH when situations heated up in Kosovo.

**What are your hobbies?** My hobbies include reading, golfing, hiking, biking and spending time with my friends.

**What person do you consider a great influence in your life?** My father and my youngest sister-- both for their work ethics and strong belief in family. They have always been there when I needed someone to pick me up.

**What aspect of your life do you consider most important?** Family. Friends come and go and we tend to get tied up with little things in our lives and put our families on the back burner. Let your families know how much you appreciate their support and how much they mean to you.

**Favorite movie?** Two movies— Message in a Bottle and Sleepless in Seattle.





# FORUM

kirtlandcc.forum@kirtland.af.mil, 846-4240

## Spam e-mails

About our e-mail capability on base. I seem to get a lot of junk spam mail. I get dozens each week from spammers out there. I know my home software does a lot better job of filtering these things out than the base seems to be doing. I was wondering if you can look into this issue and see if you can get the IT folks to use a better spam filtering software. Some of them are very obvious just from looking at the subject of the e-mails. I am hoping we can do a better job of that so I don't have to use my time to go through these everyday. Thank you for your help.

As you know all too well, "spam" mail, or "junk-mail" is unsolicited e-mail, often of a commercial nature, sent indiscriminately to multiple mailing lists, individuals, or newsgroups. Our 377th Communications Division Network Control Center (NCC) makes every attempt to identify incoming "spam" by utilizing pattern matching on the subject line of the messages. Today, we use a list of 32 patterns that are checked against each in-coming and out-going message. Additionally, the NCC maintains a "Black List" that blocks "spam" from 87 different networks and 167 individual e-mail addresses. During the past 30 days, these measures blocked approximately 142,000 spam messages.

Needless to say, though, these measures are far from foolproof. Blocking messages by pattern matching is a particular challenge because savvy spammers change the subject line and we inadvertently block legitimate e-mail when the part of a subject line matches one of the patterns we look for. The NCC currently uses Air Force software for boundary protection and has recently re-configured our firewall protections to improve our ability to reduce spam.

Please know, however, that users can also help themselves. Incoming spam messages can be greatly reduced by users choosing to not register their official e-mail address on the Internet, unless it is for official government use.



**COL. HENRY L. ANDREWS, JR.**  
377th Air Base Wing commander

All users should be aware that — even if an Internet web site appears to be legitimate — web site owners regularly sell their e-mail lists to Internet advertisers who then engage in spamming.

## Landscape suggestion

I work in Building 20361. Right in front of my building is an empty lot where Building 20360 was taken down. My ideas for the portion of land would be to xeriscape the land for water savings and put up signs to tell what each of the plants are. A great idea since Mayor Chavez supports water savings. Another suggestion is to dedicate the park to the fallen men and women of this war.

As you can see whenever you drive by the area around the Thunderbird Inn dining facility, the Corps of Engineers has finished demolishing Building 20360, a 1950s-era facility. In the past, our automatic response would have been to put green "grass" with its associated high water use on that plot of land. Fortunately, we've gotten smarter. So, we are currently coordi-

nating a xeriscaping plan for that area. Xeriscaping, however, is pretty expensive. So, we'll maintain the area in its unimproved condition until funding is available for the xeriscaping or another facility is built on the site.

Just so you know, alternative landscaping has been a subject of much discussion this year as Kirtland works toward meeting its commitment to water use reduction. In fact, we're on the verge of achieving the monumental task of cutting our water use by 30 percent over the past decade. So, we appreciate your concern for Kirtland and share your desire for developing areas wisely.

## Political signs in base housing

*We received several inquiries on this subject this weekend.*

1. I am wondering why the Commander issued a policy that no one is allowed to put a political sign in there yard in favor of Bush, maybe that is for Kerry too, I don't know because I haven't seen any of those, but to me it's a violation of my First Amendment Rights if I can't put that in my yard. It kind of concerns me and I would just like a response from him. Thank you.

2. I am concerned about the community policy about not having any political signs in your yard. I don't know why that is, does that include all military can't have it. Does that mean I can't have a bumper sticker on my car, I can't have it on my house. If these kind of policies are going to be put out then they are best not to be run through the Law Enforcement. It would be best if he actually put it out to people so they could follow it and it could be discussed and people could understand it. Thank You.

3. I live in Maxwell Housing area and I have seen a few houses with Political signs in their yards. Are we allowed to do this or is it against housing regulations?

We appreciate the concerns expressed in each of these calls. Interestingly enough, the display of political signs in base housing is not specifically addressed in either housing regulations or the Air Force instruction governing political activities undertaken by military personnel. On a related note, though, the relevant Air Force instruction does in fact prohibit military

members from displaying large political signs, banners, or posters on the tops or sides of their private vehicles (as you know, "bumper" stickers are fine).

Installation commanders also have broad authority and responsibility to restrict on-base activities in order to execute the mission, protect resources, and maintain good order and discipline. In exercising this responsibility, particularly with respect to political activities, sometimes the line that distinguishes between permissible and impermissible activities is very finely drawn and often dependent upon very specific circumstances.

Although we have not previously taken any steps to restrict political signs in base housing, calls like these indicate the need for clear guidance. Consistent with Air Force approach to political signs on vehicles, Kirtland AFB military family housing residents may publicly display only one political sign per candidate at their assigned family housing quarters. These signs must be no larger than 16 inches by 24 inches. We believe this approach strikes an appropriate balance that we can all live with.

## Forum

We want your suggestions and comments concerning Kirtland AFB. However, may we also suggest giving base agencies or the chain of command the chance to resolve your concern before calling Forum. If you decide the Forum is the right answer, we don't print callers' names.

## Customer service

Chapel, 846-5691  
CE Help Desk, 846-8222  
Commissary, 846-9586  
Computer help, 846-5926  
Energy wasting, 846-4633  
Exchange Service, 266-9887  
Family Services, 846-0741  
Finance, 846-8045, 846-6639  
Law Enforcement, 846-7926  
Legal Services, 846-4217  
Medical Clinic, 846-3406  
Services Squadron, 846-1828

**Write:** 377 ABW/CC Forum  
2000 Wyoming SE  
Kirtland AFB, NM 87117